

MEMORANDUM OF UNDERSTANDING

BETWEEN

**DEPARTMENT OF VETERANS AFFAIRS
VOCATIONAL REHABILITATION AND EMPLOYMENT SERVICE (VR&E)**

AND

**NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE
UNITED STATES OF AMERICA**

America's service-members, Guard and Reserve members, stand vigilant and prepared to place themselves in harm's way to protect our Nation. The fruits of their commitment and courage are found in the rights and freedoms Americans have enjoyed for 228 years. Such selfless service and sacrifice earn our Nation's defenders the honored title "Veteran."

We recognize that America's veterans bring to our Nation's workforce a rich resource of diverse and talented workers. They are as eager and capable to contribute to our Nation's prosperity as civilians during peace as they were to our Nation's security during war.

The Department of Veterans Affairs VR&E Service and NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES OF AMERICA (YMCA of the USA) are mutually committed to ensuring these brave men and women have access to both challenging and rewarding employment opportunities. This is in keeping with President Abraham Lincoln's 1865 promise "...to care for him who shall have borne the battle, and for his widow and his orphan."

The Department of Veterans Affairs Vocational Rehabilitation and Employment program is a national employment resource providing customized employee solutions for service connected disabled veterans.

The YMCA movement in the United States of America consists of more than 18 million members who come together in 2500 neighborhood Young Men's Christian Associations (representing 975 corporate associations) for the purpose of building healthy spirit, mind and body for all; YMCA of the USA is a not-for-profit corporation which provides leadership and services to the YMCA movement in the United States of America and to the Chartered YMCAs that are its members. Member YMCAs are autonomous from YMCA of the USA and are not parties to this Agreement.

The Department of Veterans Affairs VR&E Service and YMCA of the USA wish to afford service-connected disabled veterans opportunities to seek employment, career advancement, job mobility, family economic well being, and greater financial security, with this mutually beneficial agreement.

THEREFORE, The Department of Veterans Affairs and YMCA of the USA agree to:

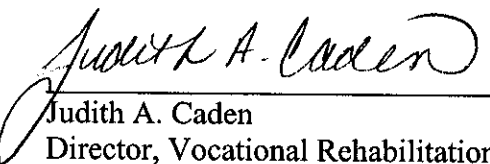
- Create greater awareness of employment opportunities for service-connected disabled veterans;
- Construct new lines of communication to inform service-connected disabled veterans about employment opportunities like the ones offered by the YMCA;
- Encourage the use of YMCA facilities as counseling referral sources for transportation, child care, financial counseling, career information or other services that may be available at local YMCA facilities and;
- Share our Statement of Mutual Cooperation throughout the Department of Veterans Affairs, VR&E Service and the YMCA Movement

This Agreement does not in itself authorize the expenditure or reimbursement of any funds. Nothing in this Agreement shall obligate the parties to expend appropriations or other monies, or to enter into any contract or other obligation.


Further, this Agreement shall not be interpreted to limit, supersede, or otherwise affect either party's normal operations or decisions in carrying out its mission, or its statutory or regulatory duties.

Dated: 3/21/05
Signed by:

Dated: February 11, 2005
Signed by:



Judith A. Caden
Director, Vocational Rehabilitation
And Employment Service
U.S. Department of Veterans Affairs



Kenneth L. Gladish, Ph.D
National Executive Director
YMCA of the USA